

Abstracts

Leader-Member Exchange, Structural Empowerment, Patient Safety Climate, Nursing

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Background: Reports have illustrated that the lack of supportive and inclusive work environments is a causative factor of health-related absences and nursing attrition. This has been reported to lead to increased risk to nurses' safety, patients' safety, and poorer patient outcomes.

Methods: The purpose of this study is to examine nurse managers' impact using the four dimensions of Leader-Member Exchange [LMX] (i.e., contribution, affect, loyalty, and professional respect) in combination with the four dimensions of structural empowerment [SE] (i.e., support, opportunity, resources, and information) on nurses' perceptions of patient safety climate [PSC]. A cross-sectional survey is conducted using a random sample of 230 nurses across Ontario in acute care settings. Leader-Member Exchange-MDM, Conditions for Work Effectiveness Questionnaire-II, and Patient Safety Climate Questionnaire are used to measure study variables.

Results: No specific research has examined the influence of LMX, and structural empowerment, on patient safety climate. This research proposal will meet the needs of the gap identified within the literature. Currently, data is collected and waiting for analysis.

Discussion and Conclusion: This study may uncover some of the processes by which each of these variables influences the next.

Interdisciplinary Reflection: This study targets nursing leaders in front-line managerial positions, possibly increasing their awareness of SE, thereby allowing them to develop a more positive working environment on their unit, which will lead to increases in productivity and patient safety. Middle and upper management will be interested in these findings to examine positive influences to LMX and developing strategies and training to be provided to front-line managers to enhance a PSC.